



Debra Lenik <debra.lenik@magfest.org>

Recent Changes

1 message

Paul Birtel <paul.birtel@magfest.org>
To: employees@magfest.org

Mon, Dec 28, 2020 at 1:18 PM

Hello Office Team,

I wanted to take this opportunity to be the first to inform you of some staffing changes that are taking place within our organization. As of today, Deb is no longer an employee of MAGFest. Ian and Shir will be temporarily banned from staffing MAGFest. Josiah will be removed as leader of STOPS and suspended pending a SAFE case outcome.

In addition, over the next few months, Jasmin may be assisting us find a new HR Manager to better meet the needs of the organization during this difficult time.

There has been a lot of speculation and misinformation regarding the reasons why these changes are being made, so I wanted to make a few points clear.

Due to HR and employee privacy laws, we can't share the exact reasons behind the steps being taken today, but they are not a result of these individuals' participation in the Friends of MAGFest website. The Board of Directors recognized that there wasn't a clear policy in place prohibiting participation in a public display of grievances. As such, it was decided that participants would not be removed from the organization, and instead we will seek to utilize a neutral mediation through CRC Mediation that was referred to us by the SAFE subcommittee.

However, moving forward, we're creating a policy that if any employee or volunteer uses MAGFest Inc communication channels to publicly attack, shame, or demand resignations from any group in the organization, they will be terminated from MAGFest, no matter their role.

This was not an easy decision to make, but the safety, security and well being of MAGFest and our community are always of the utmost priority. There are rules and formal processes that must be followed by all members of this organization, regardless of tenure or role. This cycle of MAGRiots is not healthy for anyone and needs to be broken. Part of that is to clearly define what is and isn't appropriate, and that also includes self reflection in changes that need to occur in our community and the organization as a whole.

This is where I'm hoping that together we can create a more collaborative culture for MAGFest. I want this to be a place where your insights, experiences and passions are reflected in both the way the organization is managed and how we serve our community.

I know that many of you have been disappointed with the way the year has unfolded. Honestly, so am I. We all have work to do to repair the trust in our community, volunteers and with each other. I am committed to doing better. As MAGFest's most trusted members, I ask that you be part of that process.

I'd like for all of you to join a Google Meet this afternoon at 5pm so that I can answer any questions you might have and expand on some of the changes that will be occurring over the next few weeks.

In addition, I will be reaching out to each of you individually over the next few days to schedule one-on-one meetings to discuss in greater details ways that we can work together to drive MAGFest forward and meet the challenges that still remain ahead of us.

Since many of these internal deliberations and organizational changes have been made public, we feel obligated to inform the MAGFest Volunteer Staff about the staffing changes soon. We ask that you please refrain from sharing this information with others until the official announcement goes out.

In the meantime, please contact me directly if you have any questions.

Sincerely,
Paul Birtel
Executive Director
MAGFest, Inc.

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schedule a meeting with me:<https://doodle.com/mm/paulbirtel/book-a-time>

my pronouns are he, him, his. [learn more](#)